

Increase May 1, 2026 = \$3.00
 Increase May 1, 2027 = \$2.75
 Increase May 1, 2028 = \$2.50
 Contract expires April 30, 2029

UA LOCAL 300 SIOUX FALLS, SD JURISDICTION
INDUSTRIAL STRAIGHT TIME WAGE RATES
 Effective 5-1-25 Through 4-30-26

		TAXABLE HOURS EARNED					NON-TAXABLE HOURS WORKED						Journeyman Total Non-Taxable \$22.99		
		Take Home Pay	Organizing Fund	Work 4.00%	Market Recovery	Taxable Total	Health	HRA VEBA	National Pension	Local Pension	Industry Fund	ITF	Local Training	Total Package	
Journeyman		40.17	0.45	1.72	0.75	43.09	7.35	0.50	4.20	9.60	0.14	0.10	1.10	66.08	
Foreman (+8% of Total Package)	8%	45.24	0.45	1.94	0.75	48.38	7.35	0.50	4.20	9.60	0.14	0.10	1.10	71.37	
General Foreman (+15% of Total Package)	15%	49.68	0.45	2.12	0.75	53.00	7.35	0.50	4.20	9.60	0.14	0.10	1.10	75.99	
Apprentice Years															
	%														
1st (0 - 1800 hours)	52%	24.25	0.45	1.06	0.75	26.51	7.35	0.50	2.18	5.50	0.14	0.10	1.10	43.38	
2nd (1801 - 3600 hours)	62%	28.39	0.45	1.23	0.75	30.82	7.35	0.50	2.60	5.50	0.14	0.10	1.10	48.11	
3rd (3601 - 5400 hours)	72%	32.52	0.45	1.40	0.75	35.12	7.35	0.50	3.02	5.50	0.14	0.10	1.10	52.83	
4th (5401 - 7200 hours)	82%	36.65	0.45	1.58	0.75	39.43	7.35	0.50	3.44	5.50	0.14	0.10	1.10	57.56	
5th (7201 - 9000 hours)	90%	39.96	0.45	1.72	0.75	42.88	7.35	0.50	3.78	5.50	0.14	0.10	1.10	61.35	

Apprentices need 1800 OTJ hours, 246 Class hours, & one year from their anniversary date to advance each year.

Apprentices Local Pension is \$5.50 & remainder added to their Taxable Total.

** Please note: Work Assessment is a percentage calculation of Taxable Total. If paying wage above Total Package, you will need to calculate accordingly.

Subsistence

From the Main Post Office in Sioux Falls to:
 ZONE ONE: A jobsite within a 35 mile radius shall be a free zone.
 ZONE TWO: A jobsite over 35 miles and up to 70 miles shall be \$30.00 per day.
 ZONE THREE: A jobsite over 70 miles shall be \$68.00 per day.
 WHEN FOUR TENS ARE WORKED, SUBSISTENCE IS PAID FOR FIVE DAYS

ZONE TWO & THREE Subsistence will increase as follows:
 Effective January 1, 2026 = \$35.00 per day.
 Effective January 1, 2026 = \$75.00 per day.